

ESST Draft Ordinance Overview

Employees covered	All employees except seasonal, contract, or student interns
Employers covered	15 or more employees
Employee begin earning	Date of hire
Employee begin using	90 days
How much accrued and at what rate	If full time, 2080 - 40 hours = 2040 hours of work per year after ESST hours excluded, 40 divided by 2040 = .02, therefore for every hour employee works, earn .02 hours of ESST, so 1 hour earned for every 50 hours worked = 5 days of ESST accrued a year, pro-rated
Max accrual	5 days or 40 hours
Max rollover	5 days or 40 hours
Pay out	Employers will not be required to pay out any accrued sick and safe time upon termination or retirement
Enforcement mechanism	Education, complaint based, and incentivized if possible...
Who to enforce	City of Duluth, Clerk's Office
Should employer be able to request info for a request of more than 3 days	Minn Stat Sec 181.9413, Same requirements as WESA, Women's Economic Security Act, https://www.revisor.mn.gov/statutes/?id=181.9413
Exempt if current or future policy is "substantially equivalent"	Yes, if the employer provides a paid time off policy that is substantially similar to this ESST ordinance such as vacation or sick time, they will be considered in compliance
Who is covered	Minn Stat Sec 181.9413, Same requirements as WESA, Women's Economic Security Act, https://www.revisor.mn.gov/statutes/?id=181.9413
Effective on	1/1/2020
Collective Bargaining Agreements	Exempt
Start up businesses in Duluth	Exempt for first 2 years